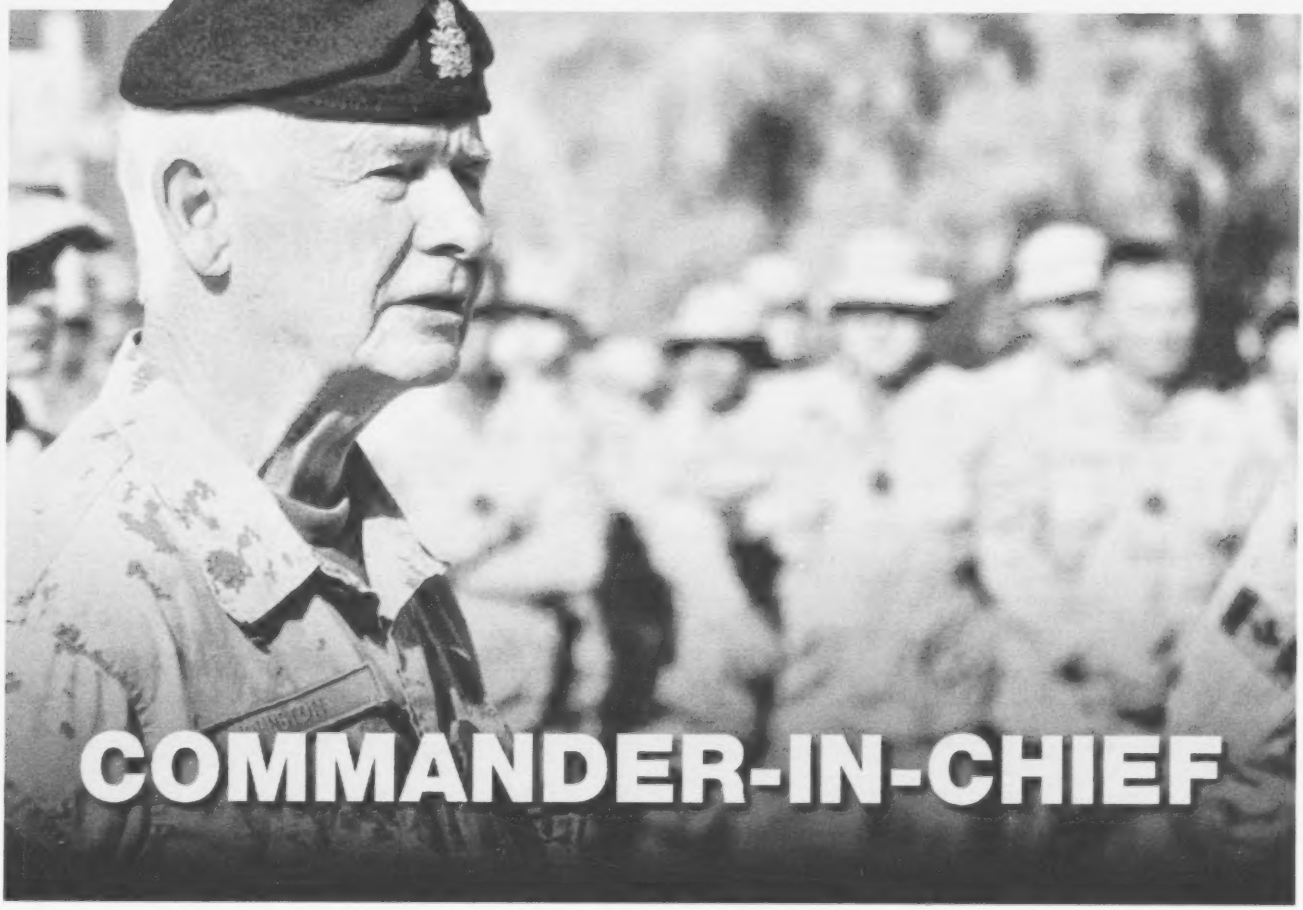
April 2013, Volume 16, Number 4

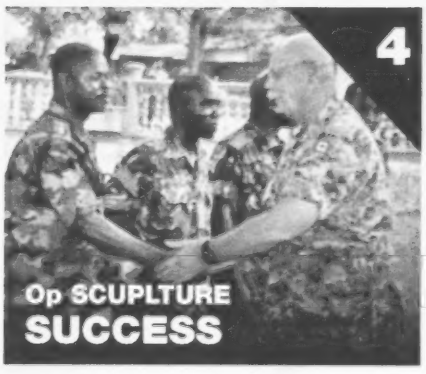
Keeping the Defence Team informed

Français au verso

THE Maple Leaf / LA Feuille d'érable



COMMANDER-IN-CHIEF



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Op SCULPTURE
SUCCESS

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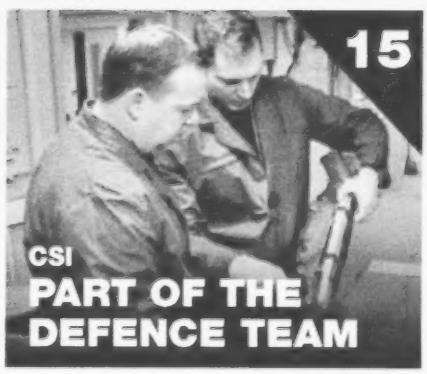
Web renewal
UPDATE



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CSI
PART OF THE DEFENCE TEAM

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Canada

ASK THE COMMAND TEAM

THE CDS AND CF CHIEF WARRANT OFFICER
WANT TO HEAR FROM YOU

If you have a question or comment about what is happening in the Canadian Armed Forces, please send your email to +AskTheCommandTeam-Equipedecommandementvousrepond@ADM(PA)@Ottawa-Hull. Your message will be reviewed and the CDS or CF Chief Warrant Officer will respond to a selection of questions in upcoming editions of *The Maple Leaf* and on the DefenceTeam intranet site.

Q **With the current fiscal environment and budget reductions, are we committed to continuing JOINTEX, an expensive, but truly effective exercise?**

Lieutenant-Colonel, Ottawa

A This question speaks to how we train and exercise our forces; one that also alludes to how that process is evolving. As I said in Kingston last November, my intent as CDS is to continue investing in joint capability development and training activities that focus on creating a more joint, integrated and agile ready force. So the short answer to your question is yes, I do see us continuing to train in this manner. We will make more use of synthetic environments and simulation in the future, and we will find better ways to integrate training at all levels, between all environments, in order to enhance realism and further enhance our capabilities as a joint force. Our investment in this type of training helps ensure we can continue to respond quickly and effectively to threats or natural disasters when and where ever we may be directed to do so by our Government. The JOINTEX concept directly contributes to the preparedness of our current and development of our future forces. Through it we are taking our investments in personnel, equipment and infrastructure and turning them into readiness results where they're needed.

As context for those who don't know about JOINTEX, it was designed to train a Canadian-led Combined Joint Inter-Agency Task Force Headquarters in the planning and conduct of coalition full-spectrum operations in a joint, inter-agency, multinational and public environment. During this five-stage exercise, our aim is to practice the provision and functions of national command and control, intelligence, surveillance, reconnaissance and sustainment for operations at home or abroad. JOINTEX is really an investment in preparedness.

Gen Tom Lawson, CDS

Q **With the release of your CANFORGEN 022/13 SENIOR APPOINTMENTS 2013 - GENERAL AND FLAG OFFICERS, there was a great deal of speculation over the causes and implications of the wholesale retirements of such a large number of General Officers. However, discussions with some of my counterparts reveals other considerations, which may reflect more accurately the main causes: 1) many of the retiring General Officers having reached retirement age and no operational need for extensions; 2) little/no further employment opportunities for professional growth; and 3) the desire for the CAF to provide a younger generation of commanders the opportunities for their continued professional growth now and into the future. Missing from your message were the reasons behind the message, and as a result there may be impressions that the initial speculation is largely correct - I certainly had that initial reaction.**

Lieutenant-Commander, Kingston

A Very much in line with the suppositions you make in your question, CANFORGEN 022/13 announced a slate of retirements, promotions and appointments that were representative of a normal state of affairs for our General and Flag Officer ranks for this Annual Posting Season. You are also very correct to note that numerous factors influence the decision to leave the CAF, no matter what rank level is involved. That decision could be a personal one, mandated by Compulsory Retirement Age, or it could be driven by the needs of the organization at a given point.

I can also tell you that this most recent slate of retirements and promotions was very much in keeping with our normal business and that the rate of promotions or retirements this year were similar to what we have experienced in prior years. In fact, last year there were two messages released that pertained to this subject, CANFORGENS 058/12 and 106/12. The only notable difference between this and last year was the formatting of the information presented in the CANFORGENS. The most recent message clearly illustrated the cascade effect the retirements had on senior promotions.

Another key point you raise in your question pertains to the renewal of the force. It is important that we continually renew the life-blood of the Canadian Armed Forces, yet do so while keeping in mind that it takes almost a full 30-year career to build the skills and experience required of our most senior leaders. At the same time, with natural attrition also comes the opportunity for both the advancement of our next generation of leaders, and for the introduction of new ideas or new ways of doing business. When we develop the General Officer and Flag Officer succession plan and posting plots, we do so with a very clear focus on the immediate and future requirements of the organization, as well as the skills or experience development required for the individuals involved.

Gen Tom Lawson, CDS

Q **My question is regarding pay. If a member is not promoted past Corporal (5A), once they reach Pay Level 4 they will not see any further pay increases, with the exception being a pay raise across the board. Can the Command Team look at incremental pay separate from our current pay structure, a separate allowance for years of service? Say you have 10 years of service you get an extra $100/pay, 15 years an extra $200/pay, over and above any current allowances. This would be an excellent way to reward members for their years of service.**

Sergeant, Ottawa

A First and foremost, I certainly appreciate the fact that we have folks in the Canadian Armed Forces (CAF) who are very happy doing what they do, and who want to keep doing it. Be they technicians, clerks, or pilots, I know some very good people have made the choice to decline or avoid promotions to keep themselves near the type of work they enjoy. We need and want people who are good at what they do, and ideally who are also happy with where they are in their career.

Like the pay structures of most militaries around the world, ours uses a rank-based "team concept" or institutional approach to determine salary and salary ranges. In this methodology, the average value of the work performed by all members of a specific rank level is considered when developing a pay bracket. Our pay system is also based on the principle of comparability with the Public Service, with a certain factor added in to recognize the extra demands of military life. To that end, a series of Treasury Board Secretariat (TBS) approved salary benchmarks are used to develop CAF rates of pay.

The basis of our pay structure was developed to provide a reasonable salary progression for our members in the form of pay increments, while also providing reasonable increases in pay upon promotion to the next rank. Certain supplemental financial allowances have also been developed over the years to recognize the possession of special skills or to compensate for certain service conditions, but at this time, there is no seniority-based pay increment being considered in the Public Service, and we do not presently have any intent to develop an additional pay increment based solely on seniority or length of service. As a parting thought, our natural career progression principles are very much geared to training and developing people throughout their careers by providing increasing leadership and responsibility opportunities. Promotion and the resulting pay increases are a form of recognition and reward for a job well done.

Gen Tom Lawson, CDS

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COVER:

David Johnston, Governor General and Commander-in-Chief of Canada, met with the troops at Canada House, in Kandahar Airfield in 2013 on his first international visit.

PHOTO: Sgt Serge Gouin

PHOTO: Cpl Roxanne Shevchuk

Governor General David Johnston at Rideau Hall

"I'm very proud of our Canadian Armed Forces and I hope I reflect that in my role as Commander-in-Chief."

— Governor General David Johnston

CAF-RIDEAU HALL CONNECTION

He has more uniforms in his closet to choose from than any soldier. With a smile, David Johnston, Governor General and Commander-in-Chief of Canada says, "You have to cover all bases... summer and winter gear. It's impressive, and I wear them all with pride."

HIS ROLE

As Commander-in-Chief, the Governor General is responsible for such things as formally appointing the Chief of the Defence Staff (CDS), approving new military badges and insignia, visiting Canadian Armed Forces (CAF) personnel around the world, awarding various military honours, and signing commission scrolls.

"Also, I reinforce that very important phrase 'duty, honour and service,'" Governor General Johnston said. "Secondly, to celebrate how well our men and women serve Canada, we're very blessed."

His first trip to Afghanistan heightened his pride for the CAF. While he was visiting troops there, a senior US officer told him this about Canadian soldiers: "Your people are second to none in the world, and I've never seen soldiers in a theatre of war able to convert and become civilian builders restoring order out of chaos, and helping a simple society come back from the ashes of war like your soldiers do... I don't think it's just special training. It goes deeper than that."

"I'm very proud of our Canadian Armed Forces," Governor General Johnston said, "and I hope I reflect that in my role as Commander-in-Chief."

When asked why it's important to be engaged in that role, he said simply, "Pride in what our men and women in uniform do, and it's what they should expect from me."

PROVIDING SUPPORT

The Commander-in-Chief also works closely with the CDS, providing support or being a sounding board when needed. He has already established a close working relationship with CDS General Tom Lawson.

"I have a fair amount of interaction with the CDS. I respect and admire these people and I'm persuaded that I'm helpful to them," he said with a smile. "And the help largely comes from being able to discuss the opportunities and challenges they are facing, and for me to enforce and celebrate their leadership."

The Governor General speaks with great admiration and respect for former CDS Gen (Ret) Walt Natynczyk, and how he would send the CDS notes of encouragement when warranted.

"I had sent Walt a note one day telling him, if I had one wish, it would be to end up on the farm next to him, so I could send the grandchildren over to help Uncle Walt cut the grass," he said, "so some of that great character would rub off on them."

The Governor General is very engaged with the military awards he presents, and takes the time to read the citations. "I get a bit of what's behind these great stories of duty, honour and service," he said humbly.

He is pleased by something else at award ceremonies. "The beauty of these ceremonies is, we get to see the families," he said. "Behind any great story of military achievement is a family story."

Something else he draws from the award ceremonies is how intergenerational many of the award honourees' families are and the good values that are passed along.

"I'm so struck by the number of second-, third-, fourth- and fifth-generation families that are involved. It really is a higher calling."

DND/CAF CHANGES

In his term as Commander-in-Chief, Governor General Johnston has seen many changes within the CAF, but he says what lies ahead is unpredictable.

"Firstly, who knows where the next external outbreak will occur, or when the next domestic challenge is going to occur? What we do know is that it's going to occur, and there will be situations that will require the readiness, training and professionalism of our men and women in uniform."

"Secondly, the CAF, like many government departments, is dealing with budget restraints. I think we are well led by thoughtful people, and they'll manage this challenge wisely."

MILITARY EXPERIENCES

The Commander-in-Chief has observed CAF participation in many exercises and operations, but none have had more of an impact on him than a trip to the North in 2012. Operation NANOOK is Canada's premiere annual northern sovereignty operation in support of Canada's Northern Strategy. NANOOK showed him the versatility of CAF personnel, and reminded everyone that not everything goes as planned. During the operation, one of the scenarios was a simulated airplane disaster. As the Governor General and others gathered in a mess tent, waiting to be briefed on the operation, things around them became very busy and the Governor General believed the exercise had started, but something wasn't right.

"We realized that the thump we had heard a minute before was an actual airplane that had crashed about a kilometre and a half from where we were," he said. "So, for the next eight to 12 hours, it was an intense military exercise dealing with that disaster, and it was done very professionally."

Sadly, that crash took 12 lives of the 15 people on board, many from the small village where the operation was taking place. The Governor General recalls that, later that night, the commander called everyone together and told them they had done everything they could for the survivors, secured the site, and now it was time to move to the compassion mode for the people of this village. "There was the very phenomenon that my American friend had commented on in Afghanistan."

Governor General Johnston has many memorable and proud moments as Commander-in-Chief. "There have been many. But the one I will remember for a very long time is the CDS change of command. I had a chance to see in a crystallized fashion the great leadership of Walt Natynczyk, and the great leadership he represents, and how well he and others have done in bringing other leaders along in a seamless transition of leadership. I think we have a wonderful new CDS. Gen Lawson comes from the great bench strength of leadership."

GOVERNOR GENERAL - THE REFEREE

Another side to the Governor General is that he's an avid skater, which connects him to a military hockey game that pits Canadian generals and admirals against the defence attachés from other nations.

"I've got to tell you, those old guys aren't bad," said Governor General Johnston as their totally professional and unbiased referee for the second year now. "The guys in red [generals and admirals], though they're not 21 anymore, can really skate, but many of the attachés are on skates for the first time. So what does a good referee do? He tries to even things out," he said with a chuckle. "The guys in red were always offside, the guys in black were never offside."

This prompted a written response from Gen Natynczyk, thanking the Governor General for participating and indicating that questions were raised about the impartial officiating.

It was all in good fun and shows just a hint of the great rapport Governor General Johnston has with the Canadian Armed Forces. ◆

OP SCULPTURE: MISSION SUCCESS

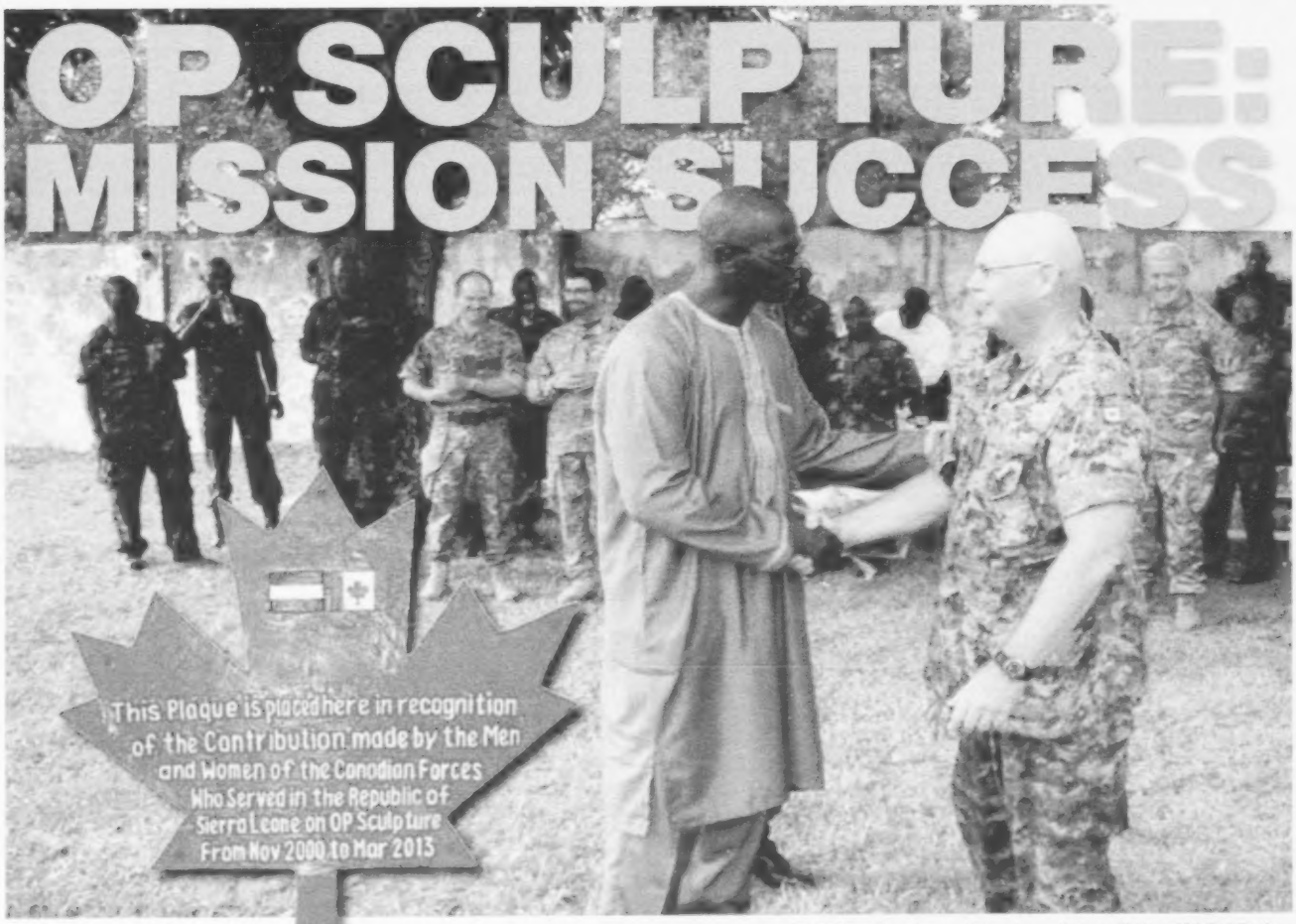

This Plaque is placed here in recognition
of the Contribution made by the Men
and Women of the Canadian Forces
Who Served in the Republic of
Sierra Leone on OP Sculpture
From Nov 2000 to Mar 2013

PHOTO: MWO Rob Patterson

The plaque donated to the people of Sierra Leone by Canadian Armed Forces members.

LCol William Beaudoin and Sierra Leone Defence Minister Maj (Ret) Paolo Conteh at the Canadian close-out ceremony.

After 13 years in Sierra Leone, the Canadians on Operation SCULPTURE closed the door for the last time February 14, as they embarked on the long flight home.

The stand-down of the Canadian Armed Forces (CAF) contingent in Sierra Leone was part of the draw down of international forces in that country. The International Military Advisory and Training Team (IMATT) ceased operations on March 30 when the British IMATT pulls out, but they will maintain a small British military component. This closure means the Republic of Sierra Leone Armed Forces (RSLAF) are now able to manage their military affairs.

"We are fit and independent enough to move forward; we won't let you down," said Sierra Leone Defence Minister Major (Ret) Paolo Conteh at the closing ceremony of Op SCULPTURE. He also told CAF personnel, as they headed back to Canada, to always think of Sierra Leone as their second home — a testament to the relationship that CAF personnel have built within Sierra Leone.

RELATIONSHIP BUILDING

"This is not the end of our relationship; this is just the end of a chapter. We will work together again some day," said Minister Conteh.

CAF members were in the African country as mentors and advisors to the Sierra Leone Ministry of Defence and the RSLAF soldiers, primarily looking strategically at the way ahead for the RSLAF.

This country that has suffered and lost so much over the years is certainly moving forward. With a military of roughly 8,500 – a number that is greatly reduced at times due to illness and the poor quality of medical care – they have made great improvements.

"Professionally, they are making great strides," said Lieutenant-Colonel William Beaudoin, Op SCULPTURE Task Force Commander and J2/J3 Intelligence Operations Advisor. When you consider the equipment and resource issues of the RSLAF, something we often take for granted, their accomplishments are magnified in significance.

"To a large degree, they (RSLAF) are rapidly emerging as a role model in western Africa … they have gone from a standing start and, in a span of 12 years, have been through three democratic elections and a lot of investment in the infrastructure, and they are working hard to move forward, which is impressive," said LCol Beaudoin.

THE CHALLENGES

One challenge that faced advisors was the limited resources available in Sierra Leone.

"We come from a pretty advanced army, with the tools available to us; in Sierra Leone, they just came out of a civil war where much of their infrastructure was destroyed," said LCol Beaudoin. "We have to temper our expectations of what they are capable of doing. It's not that they can't do it; it's just that they are tied by financial restraints. This was a shared frustration."

LCol Beaudoin says a minor challenge was the cultural difference. "We had to step back and remember we were change to guests in their country."

THE PEOPLE

"The people in Sierra Leone are amazingly optimistic and cheerful for people that have so little," he said. "They wave and say hello when you meet them, they are extremely nice, again given the conditions they have come out of … they are very strong-willed people, always proud."

Where you see them being the most proud is when you see their children attending school, LCol Beaudoin said.

"Though many of the families have next to nothing, you see the children going to school in very clean white shirts and school uniforms," he said. "You'll see them smiling and going hand-in-hand or with their parents and grandparents. It's pretty impressive… that's where I got most of my personal tour satisfaction — the actual people themselves."

COMMUNITY INVOLVEMENT

Past members of Op SCULPTURE would keep themselves busy with community projects helping local schools, women's centres and scout camps. Because this was the last rotation, CAF personnel didn't want to start projects they couldn't see through to the end.

"We invested our time on the military side of things, such as painting the government wharf and working on the Maritime Wing," said LCol Beaudoin. "The guys did some painting and day-to-day minor adjustments on the PMQs [personnel married quarters], which were really in need of some work … because we were winding down, we didn't want to start something we couldn't see to fruition."

Canada's contribution to Op SCULPTURE won't go unnoticed, given the donation of a plaque to the people of Sierra Leone.

"Canadians are very well thought of and highly respected in Sierra Leone, a contribution that 13 years of Canadians participating in IMATT has left… which perhaps is a bit intangible, but I can tell you it's very, very real when you talk to the people here," he said.

Though the usual 15-minute drive LCol Beaudoin would make to the ministry building every day could take hours depending on the traffic, and may have been a challenge, after he completed his nine-month tour in Sierra Leone and took off his uniform for a final time on February 25, LCol Beaudoin said, "It was a very satisfying tour after 37 years in the CAF." ◆

Training to Defend

CULMINATION OF 30 YEARS IN CANADIAN MILITARY EXPERTISE

EXERCISE GUERRIER NORDIQUE 2013

Gathered on the shore of Lac de la Squaw, near Schefferville, Quebec on February 28, a group of curious onlookers impatiently awaits the arrival of the Royal Canadian Air Force plane. The crowd is buzzing.

"Is the plane going to land?" asks a little girl from the Innu community.

Suddenly, they hear the far-off rumble of the aircraft's four turboprops. The crowd looks to the sky and spots the CC-130J Hercules. Lights on, wings in landing position, the aircraft approaches and lightly touches down on the ice runway. This is the first time a J Model CC-130 Hercules has landed on an ice runway in Canada.

HISTORIC LANDING PART OF EX GUERRIER NORDIQUE

"Landing a tactical transport plane on ice is an operation that calls for rigorous planning," points out Major Sébastien Picard, deputy director of Exercise GUERRIER NORDIQUE 2013 (EX GN). "A range of factors is taken into account, including the size of the site, the wind direction and the sea currents," he added.

Starting in mid-January, some 40 engineers from 5 Combat Engineer Regiment (5 CER) and 35 Combat Engineer Regiment (35 CER) undertook to build an ice landing strip in preparation for the February EX GN.

"We needed some two weeks to clear the site and over three weeks to spray the runway," points out Corporal Brian Buteau from 35 CER.

"After that, we were probably the only fools in Québec who prayed for the mercury to fall below zero," says Major Jean-François Huot of 5 CER. "When Mother Nature isn't co-operating, you start having problems landing these big military transport planes."

"In late February, we finally obtained certification from the experts at 1 Canadian Air Division and 1 Engineering Support Unit," explained Captain Guy Dufour. "They checked the ice thickness and did adhesion tests on the runway. After that, all we had to do was mark the runway for d-day," he added.

According to the pilot, Capt Ian Wright, "The stable surface of an ice runway is similar to concrete. But the similarities to a regular landing end there. After the flare, which has to be precise, you have to use the available runway length to gradually transfer the weight of the aircraft onto the landing gear."

Aside from last year's attempt at building an ice landing strip, you have to look back to Operation CFSAR in 1983 to find Canadian Armed Forces (CAF) members constructing an ice runway.

TRAINING DEVELOPS REGIMENTAL SKILLS

"This type of training is essential. It helps develop regimental skills that tend to fade over time," points out Capt Jean-Gabriel Fortin of 5 CER.

"The different elements and units involved in the exercise have been important force multipliers for the land efforts," notes Brigadier-General Richard Gignère, Commander Land Force Quebec Area.

"If CAF members from Quebec are ever called upon to take part in a domestic operation in the North, we'll be ready," added Lieutenant-colonel Jean-Pascal Levasseur, commanding officer of 5 CER and director of EX GN 2013.

EX GN 2013 took place from February 19 to March 9, with nearly 350 soldiers from different parts of Quebec participating. The main objective of the training was to prepare the troops for any future operations in northern Quebec. ◆

TASK FORCE PORT-AU-PRINCE:

HAITIAN LAW ENFORCEMENT IN GOOD HANDS

The 1,700 km stretch of Haitian coastline is dotted with numerous islands, making surveillance difficult and giving smugglers and criminal groups an advantage for carrying out their illegal activities. They pose a real threat to the country's stability and the establishment of a credible and effective law enforcement agency.

To combat this, training and mentoring are underway for the Haitian National Police (HNP) so that it can fight criminal activity throughout its territory, as part of the United Nations Stabilization Mission in Haiti (MINUSTAH).

CANADIAN CONTRIBUTION

In this context, it is essential for the HNP to develop its maritime component, the Haitian Coast Guard (HCG). To achieve that goal, Canada has undertaken an ambitious modernization program, Operation HAMLET – Canada's contribution to MINUSTAH, for the HCG since being established April 30, 2004. Canada has donated five coastal patrol vessels, built a maintenance shop for the vessels, and is about to complete construction of a marine base for the HCG in Les Cayes. The marine base will enable the HCG to patrol in a sector that is highly valued by traffickers, thus denying them access. The Canadian troops assigned to the Task Force Port-au-Prince actively support the Canadian measures. Colonel Pierre St-Cyr, the Task Force Commander, initiated a number of projects to enhance the infrastructure at HCG Headquarters at the Killick marine base, on the outskirts of Port-au-Prince. Major Benoît Bisson, also with the Task Force, quickly executed the projects, thus helping to enhance the working conditions of the HCG officers. One of the projects that won special favour with the HCG consisted of restoring the drinking water distribution system, which was destroyed in the 2010 earthquake.

HPN OPERATION

MINUSTAH participants supported an HNP operation last December to dismantle a network of Jamaican drug traffickers in the country's southern department. The deployment comprised over 25 HNP and MINUSTAH vehicles, six Uruguayan vessels, and two MINUSTAH helicopters carrying Bolivian troops and police officers. The operation was a huge success. It was tightly coordinated and synchronized and proved very effective, using numerous ground and marine interventions to inspect smugglers' vessels that were trying to get away.

The operation, which featured intervention techniques, planning, and the integration of multiple military and civilian forces, resulted in the arrest of a notorious, "most-wanted" trafficker. The HNP demonstrated its determination to crack down on drug trafficking throughout its territory.

Measures undertaken by MINUSTAH, the Government of Canada and the Task Force Port-au-Prince troops are all in line with the HNP mentoring and training process and its components. These processes ensure that Haitian law enforcement agencies can safeguard the stability and security of the country on their own when MINUSTAH winds down.

Training to Defend

HIGH ARCTIC TRAINING
the key to survival

BY CAPT BRYAN AUBIN

Kneeling in a trench, with bitter winds and snow blowing into my eyes and face, I could barely see a few metres in front of me.

To say it is very cold in the High Arctic would be an understatement. It is so cold, Fahrenheit surpasses Celsius. It is so cold, there are no trees to shelter you or burn to keep you warm. How on earth is anybody expected to survive up here?

With my head in a snow trench and a saw in hand, my job was to make bricks of snow for our shelter – the only thing I could do to keep myself warm. My other two crewmembers also had jobs to keep them warm. One was tasked with building the shelter (an igloo), the other with bringing the newly-cut blocks to the build site.

Making a fire was out of the question, with gale-force winds blowing us around.

Our igloo was about 75 percent complete, and it had taken us more than six hours to get this far. Then we heard a horrible sound, like somebody had jumped into a large bathtub full of bricks and styrofoam. I didn't want to look up. I knew exactly what had happened. After what seemed to be ages, I found the strength to look at what damage had been done.

Our shelter had collapsed to about one-quarter of its size, with one of my crew sitting in the middle of the carnage, quite literally in shock. This was our only shelter from the elements, our salvation from the cold. Needless to say, my two crewmembers were furious and exhausted, not knowing if we'd have a shelter built in time for nightfall. I suggested they take a break, go for a walk, find some food and get their minds off of the disaster that was our shelter.

I walked up to the mess and stared at it for the longest five minutes of my life, trying to find... something. Was there any hope? Could we salvage this? Did we need to start from scratch?

Night was fast approaching. Where were we going to sleep? There were 20 or so blocks of snow about three feet (91 cm) by two feet (61 cm) by one foot (30 cm), weighing about 30 pound (13 kg) apiece, all in a large pile in the centre of our now semi-half shell (like a round lean-to). The blocks were half broken, maybe half salvageable. Piece-by-piece, I placed the salvageable blocks carefully aside. I took the rest of those blasted broken blocks and hurled them as far as I could out of the centre of my igloo. I needed a clear working space, and the moving around kept me warm.

We eventually got that igloo up. Fortunately, we also had Canadian Armed Forces (CAF) instructors and Inuit Rangers watching over us the whole time, making sure we would be okay.

AIRCREW ARCTIC SURVIVAL COURSE

We were part of the first Aircrew Arctic Survival Course, conducted by the Canadian Forces School of Survival and Aeromedical Training, to take place in more than 17 years. This course is designed to instil confidence in our personal equipment, and give us the tools to survive should our aircraft ever go down in an extremely cold environment.

PHOTO: DND

Aircrew build an igloo while on the Arctic Survival Course near Resolute Bay, Nunavut.

This course branches off from the original Basic Land Survival and extends knowledge of survival in the High Arctic. The school uses experts – the Canadian Rangers, most of whom are Inuit – to teach the ways of the North. Under their guidance, we learned how to navigate in the Arctic, how to build shelters from little more than snow and ice and, most importantly, how to deal with the cold (both physically and psychologically).

ACCLIMATIZING TO THE COLD

The most amazing thing I found out on this course was that we acclimatize to the cold in a short time. I transitioned from having my jacket fully done up and wearing a balaclava, scarf and goggles to wearing only a toque and having an open jacket. I found our temperatures reached -58°C with the wind chill. I also found our sleeping bag – as tangled up as it became and as small it was for a large man like me – to sleep in – kept warm.

This course gave me tools to survive and confidence in the equipment I carry. I can only hope that other aircrew experience this type of cold and these challenges for the first time in a training environment, and not while trying to survive.

Capt Aubin is an air systems control officer with 413 Transport and Rescue Squadron, 14 Wing Greenwood, N.S. ♦

PHOTO: Cpl Rory Wilson

Capt Alan Younghusband (right), speaks with LCol Ali of the Afghan National Army during an exercise at a training centre in Kabul.

TRAINING FOR FINAL AFGHANISTAN ROTATION

Task Force 2-13 is the Canadian Armed Forces' (CAF) final deployment as part of Operation ATTENTION, Canada's contribution to the NATO Training Mission in Afghanistan. The Task Force stood up in January, and pre-deployment training is well underway for CAF personnel who will begin deploying in mid-June for deployments lasting from eight to 12 months.

TF 2-13's training includes detainee handling, foreign weapon familiarization and media awareness, as well as more basic refreshers on fieldcraft and first aid. The Task Force will also participate in cultural awareness training and 'Road to Mental Readiness' sessions that will help soldiers deal with the stressful environment they may find while deployed.

"Although our mission [in Afghanistan] has changed, we still need to train across the full spectrum of our capability," said Captain Jeff Daley, Training Officer for TF 2-13. "Not only is that important for this mission, but it's important for the Army as a whole – these are perishable skills and we don't want to lose them."

Once individual skills are assessed, TF 2-13 personnel will move to more advanced training such as driver courses for the RG-31 Armoured Troop Carrier.

The bulk of the soldiers for the final rotation of Op ATTENTION will come from CFB Edmonton, CFB Shilo and Reserve Force units located across western Canada. That is a point of pride among Land Force Western Area soldiers, as it was troops from 3rd Battalion, Princess Patricia's Canadian Light Infantry who first deployed to Afghanistan in 2002 in response to the September 11 terrorist attacks in the United States.

OP IGNITION

A CC-150 Polaris sits at Keflavik, Iceland airport during Op IGNITION 2013.

Op IGNITION is Canada's periodic participation in the NATO Airborne Surveillance and Interception Capabilities to meet Iceland's Peacetime Preparedness Needs, which is a NATO operation conducted to patrol Iceland's airspace.

Known as Task Force Iceland, the Canadian Armed Forces contingent comprises over 160 personnel and includes a detachment of six CF-18 Hornet jet fighters plus a support element located at Keflavik Air Base.

Photo: Cpl Pierre Habib

March ANNOUNCEMENTS at Defence

As we move into spring, the seasons are not the only thing being renewed within the Defence Team.

March 3

Support to the Royal Canadian Navy announced

A one-time government contribution of $240,000 was announced for the Canadian Naval Memorial Trust (CNMT) in support of the naval memorial HMCS *Sackville* and the Canadian Naval Memorial Project. As well, a contract of $455,400 was announced for a Sonar Processor.

March 4

Canadian Armed Forces minimum physical fitness standard introduced

Officially called the Fitness for Operational Requirement for Canadian Armed Forces Employment (FORCE) Program, the new program more accurately represents the physical demands of military operations in the field, and better predicts a member's ability to execute tasks directly linked to physical challenges faced in operations.

CDS Gen Tom Lawson performs the Sandbag Drag during the new CAF fitness test announcement event in Ottawa.

Photo: Cpl William White

March 12

Investments in Canada's safety and security announced

An investment of approximately $20 million for innovative science and technology projects to strengthen Canada's ability to anticipate, prevent, mitigate, prepare for, respond to, and recover from acts of terrorism, crime, natural disasters, and serious accidents was announced.

March 13

Subcontract announced to better equip the Royal Canadian Navy

The $2 million subcontract covers the purchase of two complete high-speed deployable Aurora Towfish vehicles, which will effectively and accurately map the sea floor, with the resolution needed for detection, localization, and identification of objects as small as a lobster trap or as large as a shipwreck.

March 14

HMCS Regina returns from Op ARTEMIS

HMCS *Regina* returned to Esquimalt, B.C. following a successful eight-month deployment where 225 crew members conducted maritime security and counter-terrorism operations in the Arabian Sea region.

March 15

Infrastructure projects announced at CFB Gagetown

A new barrack was officially inaugurated and will provide additional capacity to accommodate training needs. As well, the construction of new accommodations for the cadets at CFB Gagetown was announced. This new facility will be almost 1,000 m² larger than the existing accommodation building, and offer increased capacity and modern upgraded support infrastructure such as electrical and communication wiring.

HONOUR HOUSE PRESENTATION

Photo: Cpl Philippe Archambault

Kerry-Lynne D. Findlay, Q.C., Associate Minister of National Defence and Member of Parliament for Delta – Richmond East, presents a commemorative plaque to LCol (Ret) Victor Coroy, accompanied by his wife, Patricia Coroy, during a special ceremony at the Canadian Army Officers' mess in Ottawa.

LCol Coroy served his country for 39 years in the Regular and Reserve Forces as an artillery officer and military pilot. He is being celebrated today for his support of veterans and their families through his part in the establishment of Honour House.

Honour House provides a temporary home for Canadian Armed Forces personnel, veterans, first responders — ambulance paramedics, firefighters and police — and their families, as they receive medical care and treatment in the Metro Vancouver area.

Honour House Society met its goal of opening the first-of-its-kind.

For more information on Honour House, visit: **www.honourhouse.ca**.

MY ROLE IN THE CFDS

MY ROLE IN THE CFDS features military and civilian personnel and occupations throughout the Defence Team. Featured profiles use real-life stories to illustrate the dedication, excellence and professionalism of personnel and employees in their day-to-day jobs under the purview of the *Canada First* Defence Strategy.

CAPTAIN MARIO GENDRON:

PEACEKEEPER IS CANADA'S LONE WOLF IN CYPRUS

"There's nobody dying here," says cool-headed Capt Gendron, Canada's sole representative to the United Nations Peacekeeping Force in Cyprus (UNFICYP). "That's a success story for this mission and one I'm happy about."

PHOTOS: Staff Sergeant Martin Major

Capt Gendron should know. For 32 years, he has soldiered in some of the world's hottest spots, but this is the most peaceful mission he has been assigned.

Today, Capt Gendron fulfills a valued role in supporting international peace and security, one of the three defined roles identified in the *Canada First* Defence Strategy for the Canadian Armed Forces (CAF). Sitting in the UN tactical operations centre in Nicosia, the ancient capital of the disputed Mediterranean island whose citizens have lived peacefully with blue helmeted peacekeepers since 1964, Capt Gendron, as the Operations Information Officer to UNFICYP, calmly monitors Turkish and Greek military activities along the buffer zone, or what is commonly referred to as the 'Green Line.'

But the peacekeepers' blue beret wouldn't rest on Capt Gendron's crown for his first duty on what is arguably Canada's longest and most successful UN operation.

Capt Mario Gendron stands by his vehicle outside UN Headquarters in Nicosia, Cyprus, about to deploy on a patrol of the Green Line, the buffer zone dividing the island between north and south.

EARLY CAREER MOVES

Graduating from basic artillery training at the top of his class, Gunner Gendron was about to embark on a military career that he admits has "so many highlights, I can't begin to think back on them all."

When his chain of command opened the books and offered any course that was available given his success as an artillery student, Gendron opted for parachute training. With his newly-minted parachute wings, Gendron reported for duty with "E" Battery 2nd Regiment, Royal Canadian Horse Artillery at CFB Petawawa.

After a three-year posting to Germany, followed by time in Petawawa and Gagetown, Capt Gendron deployed on his first UN operation as a Forward Air Controller with 430 Squadron in Yugoslavia.

"It was an amazing experience, but oh my God! We were shot at regularly. My thoughts of peacekeeping from my buddies who served in Cyprus was that this was going to be an easy go, but Yugoslavia was far from that," allows Capt Gendron. "The upside of the tour was working with the squadron over the skies of Bosnia. They were great people and I would have stayed there as a sergeant for the rest of my career if they'd let me!"

UN/NATO MISSIONS

A succession of tours dovetailed his postings back in Canada: Haiti in 1996-97, the Golan Heights in Israel as the adjutant of the Canadian contingent and then with the International Security Assistance Force (ISAF) to Kandahar Airfield in the spring of 2007 as a fire desk officer in Regional Command (South) Headquarters for nine months.

"All of my tours were very interesting in their own ways and I was lucky to have worked with some real characters."

When Capt Gendron deployed to Cyprus last July on Op SNOWGOOSE, he temporarily left his job as a Division Second-in-Command at the Canadian Forces Leadership and Recruit School in Saint-Jean.

"I didn't ask for this, but I'm known in the artillery world and I think my chain of command appreciated my hard work and devotion throughout my years of service."

Capt Gendron's devotion and good humour is welcomed by his two British companions, a major and a staff sergeant. Their office is festooned with large military maps detailing the UN's one hundred or so patrol bases and observation posts.

THE BUFFER ZONE

"We are responsible for monitoring the opposing forces in the north and south," he says. "In some areas, the zone is only three metres wide, while in others it's six kilometres, but things are peaceful here, to the point that the UN force is only 860 soldiers and the UN is even issuing farming permits in the buffer zone."

So peaceful in fact, most of the patrol bases along the zone's 190 kilometre length are no longer manned.

And when he receives his UN Peacekeeping medal later this year, he will be the latest addition to the 50,000 Canadians who came before him as part of our nation's proud peacekeeping tradition to the Republic of Cyprus.

When Capt Gendron returns to Canada in early August, he will begin his 33rd year of distinguished service.

"We will see what happens when I return; for now, I'm focussed on doing the best job I can in my last three months of service in Cyprus. I've had the time of my life here and hope that one day there won't be a need for peacekeepers anymore." ◆

EQUAL COMPENSATION
in Accidental Dismemberment Insurance Plan

On December 6, 2012, Treasury Board of Canada approved amendments to the Accidental Dismemberment Insurance Plan (ADIP), allowing Canadian Armed Forces (CAF) Reserve Force personnel to receive the same compensation as their Regular Force counterparts. These amendments were requested by the DND/CAF, as it was their position that the same coverage and benefits should be provided to all CAF members for a dismemberment injury attributable to military service.

> *"This is indeed a positive change which further supports the fact that all members, whether Regular or Reserve Force, should have access to the same compensation and benefits under this insurance plan when putting themselves in harm's way in the service of Canada."*
>
> RAdm Andrew Smith, former Chief of Military Personnel

RULES UNDER THE FORMER ADIP

Under the former ADIP, reduced benefits were provided depending on the class of Reserve service. This meant that members of the Primary Reserve employed on Class A or Class B service for less than 180 days received 40 percent of the benefits provided to Regular Force members and Reserve Force members employed on Class C or Class B service greater than 180 days.

In addition, a claim had to be made within 90 days of the injury, though the industry standard is 365 days. Benefits were not available to members of the Cadet Organizations Administration and Training Service, Canadian Rangers and Officer Cadets in the Reserve Entry Training Plan. These disparities were of concern to the CAF.

NEW ADIP RULES

As of December 6, 2012 the amended ADIP, administered by SISIP Financial Services, This entitles Primary Reserve Force personnel on Class A or Class B service, Reservists on Class C service, members of the Cadet Organizations Administration and Training Service, Canadian Rangers and Officer Cadets in the Reserve Entry Training Plan to the same compensation as members of the Regular Force for accidental dismemberment (loss of sight, speech or hearing, or loss use of a limb) attributable to military service. Changes were also made to the timeline for which all members can submit a claim, from 90 days of the injury to 365 days.

"I am pleased to see these amendments," said Rear-Admiral Andrew Smith, former Chief of Military Personnel. "This is indeed a positive change which further supports the fact that all members, whether Regular or Reserve Force, should have access to the same compensation and benefits under this insurance plan when putting themselves in harm's way in the service of Canada."

RESERVE ESSENTIAL TO OPERATIONAL EFFECTIVENESS

Reserve Force personnel, whether on full-time or part-time service, are essential to the operational effectiveness of the CAF. Extending equal benefits for accidental dismemberment insurance coverage to all personnel ensures consistency in the treatment of all CAF personnel who sustain these types of injuries while serving at home and abroad.

The equity of coverage for injury attributable to service is also consistent with the approach to compensation taken by Veterans Affairs Canada under the *New Veterans Charter*, as well as with some of Canada's allies.

Further information on amendments to the ADIP is available at **www.cfpsa.com**. ✦

NEW
ARMOURED ENGINEERING VEHICLES FOR THE ARMY

A new Armoured Engineer Vehicle (AEV) will replace the Canadian Army's aging fleet of Badgers with modern, heavily protected vehicles built on the Leopard 2 tank chassis and fitted with add-armour.

The first AEVs are expected to be delivered in late 2014 or early 2015.

The AEV provides mobility for ground troops by ensuring they have a clear path. It can clear mines, obstacles, and debris, as well as fill in craters and provide some basic route maintenance so that soldiers can conduct operations. The AEV is also used in counter-mobility operations by digging craters and building major obstacle belts.

To ensure AEVs are able to operate under heavy fire, they are equipped with heavy armour. They are also equipped with a Remote Weapon Station which allows them to return fire when required.

These are important capabilities, as AEVs often have to carry out their tasks so that friendly forces can execute theirs. This means they are often the lead vehicle into action and can be exposed to a high degree of risk.

AEVs can also play a vital role by participating in natural disaster response operations, both here in Canada and abroad. This includes moving earth to channel flood waters and clearing post-disaster debris.

When the operating environment proves to be more dangerous than typical for a civilian machine, AEVs are particularly helpful. The AEV's additional protection enables it to carry out tasks in a more treacherous environment. The Badger, for example, was used extensively in the 1998 winter ice storm in Quebec.

The AEV is part of the Force Mobility Enhancement project, which ensures the Army continues to provide troops with the necessary maneuverability to execute operations.

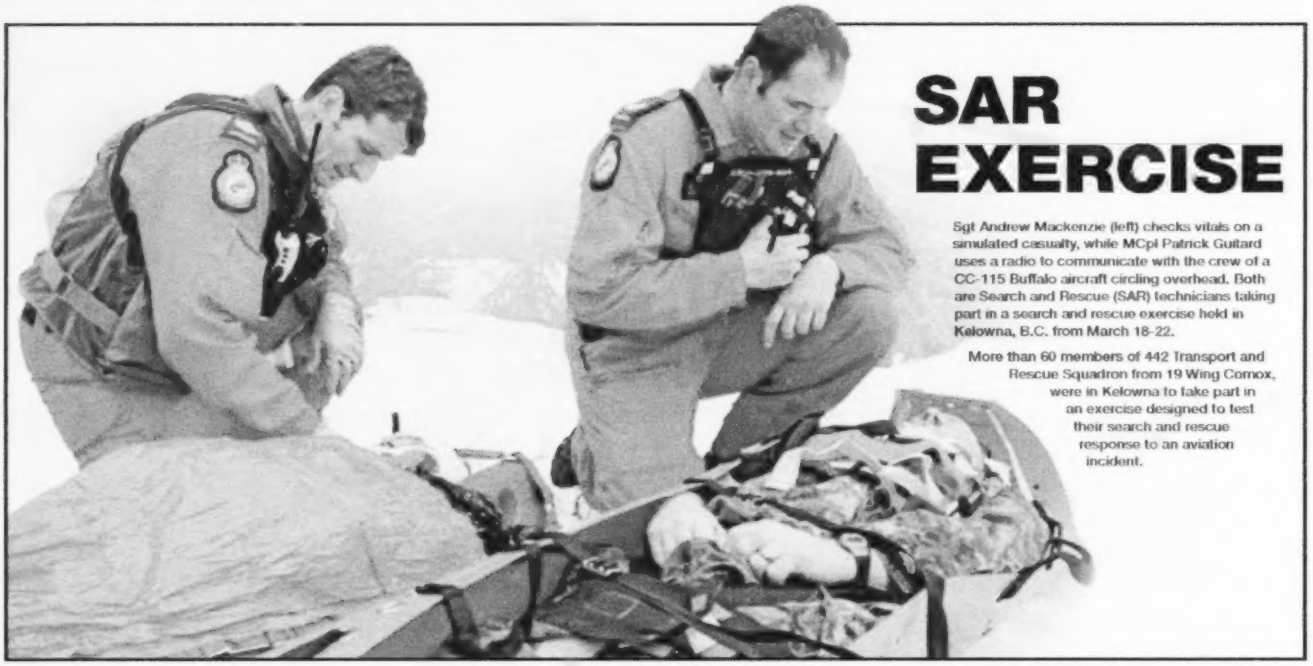


Photo: Capt Trevor Reid

SAR EXERCISE

Sgt Andrew Mackenzie (left) checks vitals on a simulated casualty, while MCpl Patrick Guitard uses a radio to communicate with the crew of a CC-115 Buffalo aircraft circling overhead. Both are Search and Rescue (SAR) technicians taking part in a search and rescue exercise held in Kelowna, B.C. from March 18-22.

More than 60 members of 442 Transport and Rescue Squadron from 19 Wing Comox, were in Kelowna to take part in an exercise designed to test their search and rescue response to an aviation incident.

DND/CAF WEB SITE TO UNDERGO MAKEOVER

Although the site will look different, the information that members of the Defence Team need will still be available.

Members of the Defence Team will soon notice the DND/CAF Web site sporting a new look.

The changes are all part of the DND/CAF Web Renewal project, which has been spurred by the new Government of Canada Standard on Web Usability. This standard mandates a basic structure for page layout and design of all government websites. This new layout will make it easier for users to find, understand and utilize information and services online.

Not only will the DND/CAF Web Renewal meet the standard's goal of achieving consistency across government websites, but it will also develop sites that better suit DND/CAF audiences, reduce the amount of redundant and outdated content, and ultimately provide better information and services.

The new site will be organized based on what users are looking for or trying to do on the site, instead of being organized by the DND/CAF organizational structure.

Although the site will look different, the information that members of the Defence Team need will still be available. Members who may visit this site regularly should change their bookmarks in order to avoid broken links. Also of interest, of interest to CAF members and their families, content from the CAF Family Resource page will be moved to the "CF Community" section, that will be found in the top menu of the new DND/CAF Web site.

Members are encouraged to navigate and familiarize themselves with the new site, which is set to launch in the near future, and send any questions to **webmaster@forces.gc.ca.** ◆

SITE GARNERS great ideas for improvement

Build it and they will come! This is exactly what happened when the new Defence Team site (dt-ed.mil.ca) was launched last month, and since then, comments and suggestions from Defence Team members keep rolling in.

"I appreciate the 'new' DT change to Intranet! It's clean, easy to navigate, and presents the most important information and links up front," says a fan of the site.

The DIN National site and the Defence Team site were merged to reduce duplication and departmental resources associated with maintaining two similar national sites and to make it easier to find information.

Although providing easier access to common tools and resources is one of the main objectives of the site, it is still a work in progress, explains Jeremy Sales, Acting Assistant Deputy Minister Public Affairs.

"There's been a lot of useful information added to the DIN over the years, but it made it difficult to find what you are looking for. In trying to remedy this, we are moving towards a less-is-more model with the intranet at National Defence. We've received some great feedback from Defence Team members and we're continually looking for ways to improve our internal web presence."

This feedback is essential to plan for the future direction of the site, which will continue to change to meet the evolving information needs of the Defence Team. Stay connected and keep sending your feedback to +Internal Communications internes@ADM(PA)@Ottawa-Hull. (Corporate Internal Communications.)

CHANGES TO *THE MAPLE LEAF* WEB SITE

Coming Soon

MAPLE LEAF WEB RENEWAL

The Web presence of the *Maple Leaf* will soon be changing. Access to *Maple Leaf* articles will be available primarily through the internal Defence Team site (dt-ed.mil.ca) and its regular print publication. New media will also be used to keep members of the Defence Team informed with articles of broad interest to the general public continuing to be available on the forces.gc.ca site via the News page and through the DND/CAF RSS feed and on the iPhone and iPad App.

The new multimedia approach compliments the existing print product. A revamp of the *Maple Leaf*'s on-line presence is necessary to embrace modern concepts of electronic communications and news presentation. *Maple Leaf* content will be published online as it happens, in a format suitable for the Web.

These changes are part of a broader Web Renewal project and the Standard on Web Usability, which aim to make it easier for users to find, understand and utilize information and services online.

KEEPING DEFENCE STAKEHOLDERS INFORMED

Important consideration has been given to readers of the *Maple Leaf* who are outside of the Defence organization. Groups such as veterans and community associations, business and opinion leaders, defence analysts, and academics will continue to receive selected *Maple Leaf* articles in a new e-newsletter tailored to their unique information needs. Also, base and wing newsletters can continue to access and republish all *Maple Leaf* articles using the dNEWS electronic article sharing site.

For questions regarding the *Maple Leaf* Web site, please consult the Frequently Asked Questions on the Defence Team *Maple Leaf* site (at dt-ed.mil.ca) or contact Corporate Internal Communications (+Internal Communications internes@ADM(PA)@Ottawa-Hull).

SOLDIER ON

inspires hope across the globe

At the end of February, injured soldiers and veterans from across the globe – UK, Australia, US and Canada – gathered in Whistler, B.C. for the inaugural Soldier On-Canadian Paralympic Committee (CPC) Allied Winter Sports Camp.

The Canadian Armed Forces' (CAF) Soldier On Program was founded in 2006 as a joint initiative between DND and the CPC to empower retired and serving members of the CAF with an injury (visible or non-visible) to accept their "new normal" by adopting an active lifestyle through participation in physical, recreational or sporting activities. This year's event saw an increased involvement from the CPC, giving the camp a more comprehensive experience to the participants in sports, including alpine skiing and snowboarding, Nordic skiing/biathlon, curling and sledge hockey.

Traditional Canadian Winter Activities

Prior to the kick-off of the Allied Winter Camp, Warrant Officer Dan Connor said, "it would be nice to have a Canadian that that soldiers from Australia or the UK and the United States would not necessarily have the opportunity to see."

That goal was surpassed. The camp also included an introduction to traditional Canadian winter activities such as dog sledding and snowmobiling.

The 40 representatives from the individual nations' injured units/programs were divided into four teams: Haida, Algonquin, Inuit and Ojibwa, in honour of the area's Aboriginal roots. The first few days were designed as a training and introduction to the sports because for some this was their first exposure to sports played on snow and ice.

PHOTOS: Matt Murnaghen, CPC

Team Ojibwa celebrates their gold medal victory in the Alpine and Snowboarding Competition during the inaugural CPC-Soldier On Allied Winter Sport Camp in Whistler, B.C. from February 27 to March 8.

The 40 participants from Canada, UK, Australia and the US after the Sledge Hockey finals of the inaugural CPC-Soldier On Allied Winter Sport Camp in Whistler, B.C. from February 27 to March 8.

To wrap up the week, there was to be a competition nation against nation. Days into the Allied Winter Sports Camp however, participants unanimously decided to compete as their allied teams. A true testament to the importance of Soldier On events, proving that the scars – physical or mental – are only superficial, it's the bonds forged through hardship, adversity and challenges that guide one through resilience, delivering them to a "new normal".

Camp a Success

"This week was incredible," said Lieutenant Ashaila Ouellet from Petawawa. "It's been therapeutic to be around like-minded people in a safe environment. We relied on each other for support. I am not saying we don't get support back home – we do – but in a typical military event or exercise not so much. We had the opportunity to share new experiences and learn that we are not alone in our recovery/rehabilitation journey."

Many of the members involved in the Soldier On Allied Winter Sports Camp credited this event with helping them to overcome their challenges and open doors to other life opportunities.

"It's been amazing help for my recovery through the camaraderie we build and the distraction it provides," said Staff Sgt Jeremy Mendiaz, US Marine Corps, Camp Pendleton, CA. "Everything, including sports, is adaptable no matter what your injury is – (you) just don't even notice it."

Captain Christopher Isles from Australia echoed a similar sentiment. "This opportunity provided a unique environment to allow a form of physical and social rehabilitation – so a third layer of rehabilitation – that enhanced our individual countries' rehabilitation programs."

The closing ceremonies were held March 7 and saw teams Ojibwa and Haida tied for gold, Algonquin capturing the silver, and Inuit heading home with bronze. Despite the official standings all participants, including staff, involved with the Soldier On Allied Winter Camp left as winners through the opportunities given, experiences lived and friendships made.

"It was tiring, but also enjoyable. I can't say anymore than it was an experience of a lifetime and awesome people," said Private Joseph Koch from Toronto.

Learn more about Soldier On at **www.SoldierOn.ca** or join the Facebook page at **www.facebook.com/SoldierOnSansLimites**.

LEARNING FROM OUR LEADERS

New perspectives and ideas are what will help Defence turn challenges into opportunities in order to build a modern Defence Team ready to respond to the needs of tomorrow.

"When we look at some of the changes and transformation and challenges that we're addressing, I think it is the perspective of youth that will point us in a new direction, a direction that we may not understand or see right now, but that we can understand and see by engaging the right people," shared Vice Chief of the Defence Staff Vice-Admiral Bruce Donaldson at a recent Defence Youth Network event.

Members of the Defence Team were given the unique opportunity to hear a different perspective from their senior military leaders at the event. In an informal, conversation-style setting, VAdm Donaldson and the VCDS Chief Warrant Officer CWO Guy Janssens, reflected on their career progression, shared their experiences in the Canadian Armed Forces (CAF), and then opened the floor to questions from the group of 45 participants.

PHOTO: Cpl William White

VCDS VAdm Bruce Donaldson and VCDS Group CWO Guy Janssens with the Steering Committee for the Defence Youth Network.

WORKING TOWARDS A COMMON GOAL

One topic that came up during the question portion was regarding the unique structure of the organization, with both military and civilian personnel working together as one team. CWO Janssens shared that while there are differences in the two cultures, there is also one very important similarity which allows us to excel as an organization.

"The common thing we have is that when the ball drops, we all have a common goal. DND employees – even if you're not in a uniform, you're working with the military to accomplish a mission, to support the government, and to support the Minister of National Defence," he says. "When it's time to act, I see no difference between the military and the civilian people because they get it done."

Another topic that came up in the discussion was that of the term youth, and the perception – positive and negative – that comes along with it.

CHANGING THE PERCEPTION

VAdm Donaldson shared that he thinks it's interesting how the perception of youth governs how people are treated and the opinions that are formed about that person. He encourages all members to rebrand the term and change that perception.

"I think youth is so important to an organization, not just in relative age, but in terms of perspective. Youth is about new ideas, youth is about renewal, and youth is about a spectrum of respect that doesn't just privilege people with age, but is based on what people can contribute to an organization."

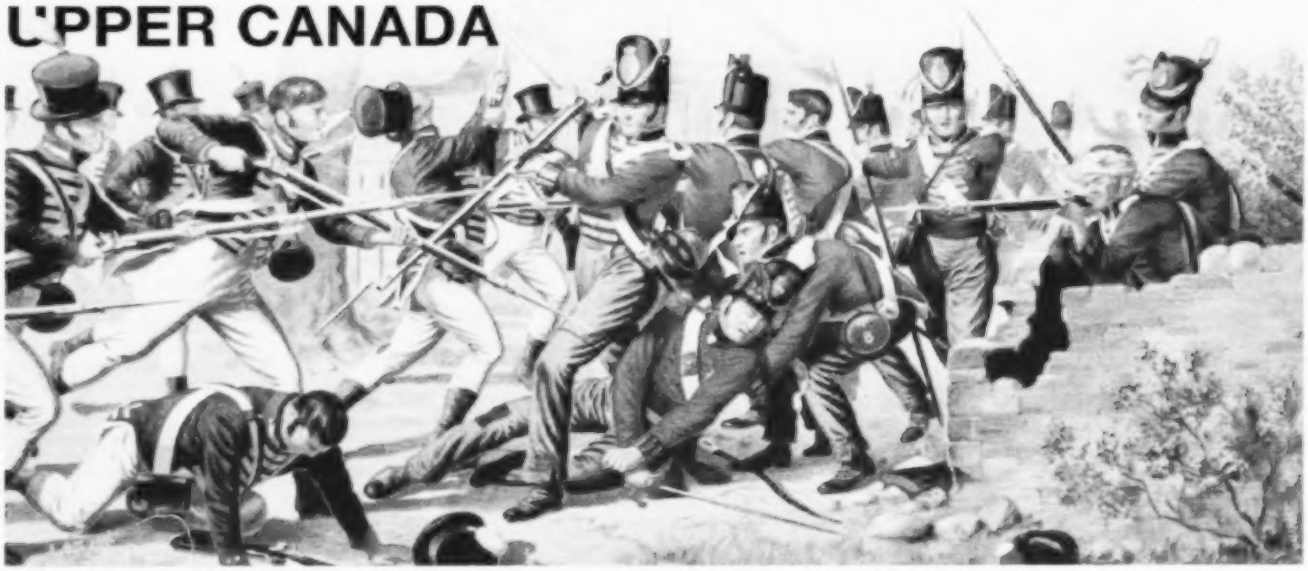
One of the reasons he agreed to champion the Defence Youth Network was because he thought that it was a great opportunity for him to help support the Network and a perspective that he thought was very important.

Members can look forward to video highlights from this event which will soon be available on the Defence Team site.

For more information on the Defence Youth Network and other professional development events such as this one, please visit the Communities page on the Defence Team site (**dt-ed.mil.ca**).

HISTORIC MILESTONES

APRIL 1813: AMERICANS SACK YORK, UPPER CANADA



Credit: The death of Capt Nes McKenzie at the Battle of York, by R.A. Griffiths

It was one of the more appalling atrocities committed by American forces during the War of 1812.

For three days following the British surrender of York (now Toronto), American soldiers, without warning, plundered the tiny capital of Upper Canada into a spasm of chaos and death.

The capital of approximately 600 residents was at the height of its single most distressing period commencing on April 27, 1813. Following a six-hour bloody battle, American forces struck a hammer blow, burning public buildings, including the provincial legislature, but not before they pilfered the parliament's ceremonial mace, a cherished ceremonial symbol of rule and authority.

The War of 1812 had gone badly for the Americans in the crucial opening stages of the conflict. Suffering a string of defeats in the summer and fall of 1813, American officials were impatient to resume the invasion of Canada once the winter subsided.

Throughout the winter of 1812-1813, American officers thoughtfully planned their spring offensive, choosing to attack York. Although the capital, located on the north shore of Lake Ontario, was militarily insignificant, its capture would expose Britain's weaknesses. And in so doing, a victory would signal Washington to reignite Yankee enthusiasm for the war.

ATTACK

Sailing out of Sackets Harbour, New York, the American invasion force appeared off York's shore late in the evening on April 26.

Commanded by American General Henry Dearborn, the American flotilla consisted of 14 warships and was led by Navy Commodore Isaac Chauncey who commanded about 800 sailors and marines. It was Cmdre Chauncey's responsibility to lead the convoy safely to a landing point on the shoreline so 34 year-old Brigadier-General Zebulon Pike could personally lead his 1,800 infantrymen during the landing operation and march on the town.

Soldiers of the 1st United States Rifle Regiment chosen as the screening force were the first Americans ashore landing west of York. The riflemen were checked by the concentrated fire of a group of Ojibwa, Mississauga and Chippawa Indians whose marksmanship held up American landing operations.

The Natives were quickly supported by the Grenadier Company of the 8th (King's) Regiment, who rushed out of the town to meet the Americans bayoneting them as they attempted to disembark. The shoreline hand-to-hand combat during this phase of the battle exhibited the most brutal example of close-quarter fighting during the entire war.

Yet the red-coated defenders were quickly over-run as several additional bateaux of American infantry, accompanied by Gen Pike, continued to land, overwhelming the grenadiers, as well as soldiers from the Royal Newfoundland Regiment.

By 10:00 a.m., the Americans were ashore and ready to march. Gen Pike ordered the advance while Cmdre Chauncey directed his naval guns against York's artillery, bombarding the batteries with deadly accuracy.

UNTIMELY DETONATION, LEGACY OF BITTERNESS

At this stage, the British were fighting a losing battle. Major-General Roger Hale Sheaffe, the British commander, ordered his regulars to retreat, setting fire to naval stores and a warship under construction. But MGen Sheaffe also left a nasty surprise for the Americans, exploding the fort's main powder magazine killing 38 and injuring 222, including their commander, Gen Pike. British casualties were also high with more than 150 killed and wounded and 290 captured (MGen Sheaffe had just over a thousand troops under his command).

"The troops fell back," MGen Sheaffe wrote afterward, "I succeeded in rallying them several times, and a detachment of the King's with some militia... repulsed a column of the enemy which was advancing along the bank at the lake side; but our troops could not maintain the contest against the greatly superior and increasing numbers of the enemy."

By 2:00 p.m. the Americans were in possession of York. But the massive explosion and the unnecessary battle casualties set the tone for the American occupation, leaving a legacy of bitterness with the local population.

CELEBRATION

The Americans launched eight major invasions during the War of 1812, all of which failed to achieve a decisive victory against the British and Canadian forces.

When the British reoccupied York, they began building a new fortification on the ruins of the former installation. The defences and gun batteries were powerful enough by August 1814 to prevent an American flotilla from entering the harbour and repeating their previous operation.

On April 27, 2013 the City of Toronto and the Canadian Armed Forces, together will commemorate the 200th anniversary of the Battle of York with events downtown and along the waterfront, including a parade of more than 1,000 sailors and soldiers of the Royal Canadian Navy and the Canadian Army.

For additional information, please go to: **www.toronto.ca/1812/events.htm** ♣

VICTORY AT VIMY:
National Day of Remembrance

At dawn during the early morning of April 9, 1917, the Canadian Corps advancing together for the first time together during the Great War swept up Vimy Ridge in driving wind, snow and sleet. For three long years, over 150,000 British and French troops lost their lives trying to take the ridge. By mid-afternoon on the first day of the battle, the Canadians commanded the entire crest with the exception of Hill 145 and the Pimple. Within three days, these were also in Canadian hands, but like all battles during the First World War, the fighting had been hard and costly. The Canadian Corps suffered over 10,000 casualties in four days. Canada came of age at Vimy and the wave of nationalism that swept through the Corps and across the country would endure for generations.

In 2003, the Government of Canada declared April 9 as a National Day of Remembrance, marking the anniversary of the Battle of Vimy Ridge.

CF HEALTH AND WELLNESS CHALLENGE: MAY 1 – 31 ARE YOU READY TO ENHANCE YOUR WELLNESS?

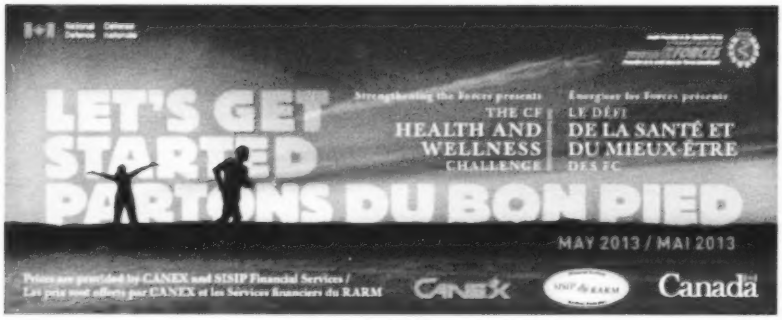
Wellness is more than a concept; it's a daily life experience linking all aspects of health. Improving your health means making changes – if you change nothing, nothing will change! Build a healthier lifestyle and you will feel your absolute best.

Strengthening the Forces is bringing you the CF Health and Wellness Challenge. Join the Challenge and take concrete steps to increasing your confidence, improving your overall health and being the best that you can be.

Health is an everyday issue…it's what you eat at the restaurant, it's how well you sleep, it's the evening walks you take, and it's the decisions you make when impacted by stress. Small daily choices can have a big impact on improving your life. According to Dr. Darrell Menard, a sport medicine specialist with Strengthening the Forces, "the fundamental decision is choosing to take care of yourself and everything else in life will fall into place."

It is all about keeping fit, eating healthy, connecting with friends, living addiction-free, and enjoying life.

Visit your local Strengthening the Forces Health Promotion Office and feel the inspiration, tap into the energy, and get going! ♣


LET'S GET STARTED
PARTONS DU BON PIED
Strengthening the Forces presents
THE CF HEALTH AND WELLNESS CHALLENGE
Renforcer les Forces présente
LE DÉFI DE LA SANTÉ ET DU MIEUX-ÊTRE DES FC
MAY 2013 / MAI 2013
Prizes are provided by CANEX and SISIP Financial Services / Les prix sont offerts par CANEX et les Services financiers du RARM
CANEX
Canada

FIND WAYS TO CHALLENGE YOUR BODY

As the seasons change, so do the habits we acquired for comfort. When your regular exercise routine has become dull, it's easy to find excuses not to do it. If you want to continue getting more fit, you must find ways to challenge your body, otherwise, *results and motivation* will eventually stagnate. A workout needs variety in order to keep it stimulating. Luckily, spring has arrived at the right time to explore new and exciting fitness activities. Strengthening the Forces offers a few ways to get you started:

- **Take it outside** – The snow has melted and the roads are clear. Don't wait until summer to dust off your bicycle and rollerblades, your motivation will increase with a change of scenery.
- **Increase the intensity** – The higher the intensity in your workouts, the better results you will see. Always keep your body guessing.
- **Try new trends** – There are numerous classes and programs offering a mix of physical and aerobic activity that many have never tried, for example pilates, Zumba, and kickboxing. Joining a new program is also a great way to meet people with similar goals.
- **Get a (new) workout partner** – A friend or family member serving as your workout partner can be an excellent source of encouragement. A workout partner may have new exercise ideas to try and will keep pushing you to succeed.
- **Join an intramural sports team** – If you played a sport in high school or college then this would be a good time to get back into the mix. There are hundreds of sporting options available in the community for adults looking to participate in a team. If you've never been part of a sports team, then this can serve as an exciting new challenge.
- **Register for** the CF Health and Wellness Challenge and take one step at a time for better health at: **cmp-cmp.forces.mil.ca/healthchallenge-defisante/.** ♣

ASK THE EXPERT:

Q: With spring in full swing, I was thinking of adding more cardiovascular activities to my workouts, but I am having trouble reorganizing my schedule. I was told to look into hybrid training, but would like some more information on it before jumping right into it.

A: Hybrid training is an injury prevention strategy that combines different physical fitness activities in the same workout. This is different from cross-training where the exercises vary during the week. Hybrid training is similar except that you can reduce the risks by combining different activities in the same workout. Some examples include:

- POWER WALKING THE FIRST 30 MINUTES AND RUNNING THE LAST 30 MINUTES
- ROLLERBLADING FOR 40 MINUTES AND FINISHING WITH A 25 MINUTE SWIM
- TREADMILL RUNNING 20 MINUTES, STATIONARY BICYCLING 20 MINUTES, AND 20 MINUTES ON A STAIR CLIMBER

Hybrid training is good for people who can't tolerate longer workouts doing the same activity. An example would be the runner with mild osteoarthritis in their knees. This person is fit, but finds that if they run more than 5k their knees hurt. They are concerned that if they limit their runs to 5k or shorter they will start to lose their fitness level. By hybridizing their running workouts with an activity such as power walking, cycling, swimming, or elliptical running they can feel they are getting a better overall workout.

Runners recovering from an injury can use hybrid training to increase running distances while not losing their aerobic fitness. People who like to swim, but get bored can easily combine swimming with another activity. If you can cycle for only 10k then continue by power walking on the treadmill. You may be surprised how much you enjoy staying fit using this strategy.

Answer provided by Strengthening the Forces. Send any related questions to: +Internal Communications Internes@ADM(PA)@Ottawa-Hull. *Only selected questions will be answered in subsequent columns.*

KEEPING THE DEFENCE TEAM HEALTHY

Defence Ethics Programme

RANK ASSUMPTIONS — PART I —

"So Major Jacques, how do you like working at headquarters? First time posted to Ottawa, right?" asked Colonel Chad.

"Yes, sir, so far so good. Just drafting the update for L2 personnel policy. My section should be finished with consultations shortly and then I hope to have a solid draft into you as soon as possible," explained Maj Yvon Jacques.

"Consultations? Who do you need to consult? It's just an update," said Col Chad. "Well sir, I want to make sure that we have the right input since the policy has changed significantly with the commander's recent direction. So I'm holding a round table later this week and I've invited a number of subject matter experts, as well as the LI chief warrant officer. He's going to bring a few of his colleagues, all senior non-commissioned members (NCMs) with a lot of field experience," explained Maj Jacques.

Later that day, Maj Jacques' director, Lieutenant-Colonel Paul Ron Dicaire, called him into his office.

"Yvon, I just spoke with the Colonel. He's hoping to get the final draft on the updated personnel policy. Do you think we could hurry it up?"

"Uh, of course, sir. But I really wanted to get the input from CWO Philips. This policy will affect the whole chain of command and I think having input on behalf of the non-commissioned ranks is absolutely necessary," explained Maj Jacques.

"Yvon, I understand this policy is important, and we've got to get it right, but I agree with Col Chad. We're pressed for time and this is a strategic headquarters, not tactical. I'm confident that with your operational experience as an officer, along with the work that has already been done on this project, you really don't need senior non-commissioned officer (NCO) input. It's strategy and vision we need at this point. Can you give me what you have by Friday?" asked LCol Dicaire.

Maj Jacques left his boss' office pretty discouraged. He has continually respected and valued the input and advice from his senior NCOs. He has always hated the false assumption by some officers that NCMs were limited in what they could bring to the 'strategy table'. In fact, the best Master Warrant Officer that ever worked for him was smarter than most people Maj Jacques knew. He felt that their input was vital to this policy update.

From a Defence Ethics perspective, is there any thing ethically wrong in this scenario?

MINI-COMMENTARY: THE VALUE-ADDED APPROACH TO ETHICS

Here is a short follow-up to last month's ethical scenario, "My Boss' Keeper," (Vol 16, No 3) In the military, we all know that we have responsibilities for our subordinates, but what responsibility do we have to those higher in the chain of command? Loyalty is very important, but to what point? Here, we have a senior member who is retiring, and is a recovered alcoholic. For whatever reason, he has decided to drink at his own retirement party and also decided to drive home before anyone could stop him. While it is easy to *hope* that he'll get home safely and won't harm others in the process, the two members who are aware of what their boss has done need to act, without hesitation. Immediately alerting the military police is not only the right thing to do in terms of loyalty and responsibility, but also necessary. In fact, time was wasted by not intervening sooner to prevent the MWO from driving while intoxicated. In this case, it does not matter that he is the boss. He has stumbled and needs a brother to be his keeper.

For more information on this scenario or other situations, contact: +Ethics-Ethique@CRS DEP/@Ottawa-Hull.

NEW CHAMPION FOR WOMEN AT DEFENCE

On February 21, the Chief of the Defence Staff and the Deputy Minister of National Defence appointed Rear-Admiral Jennifer Bennett to honour the position of Champion for Women in the Defence Team. This marked another important milestone for serving women, who today serve among the top senior leaders in the Canadian Armed Forces (CAF).

"I'm honoured, very happy and humbled to have been appointed as Champion for Women. I will bring a unique perspective to the role being that I'm actually a member of the group I represent. It's a great opportunity to be not only a voice for women in defence, but to further my role as a mentor and senior female leader," stated RAdm Bennett.

"One of the challenges we're dealing with on both the military and civilian side is the attraction and retention of women. We have yet to reach our target of 25 percent women in the CAF and have actually seen numbers decline over the past few years," pointed out RAdm Bennett. "We need to look at both our recruiting programs and retention techniques to enhance representation across all ranks and occupations. On the civilian side, women make up almost 40 percent of the workforce and we will try to maintain that strength by continuing to review policies and programs."

From an employment equity perspective, reaching the set objective of representation remains an important challenge for the CAF. But, how are we doing?

According to Dr. Karen Davis, a research scientist with the DND/CAF on the subject of gender integration in the Canadian military, even though it is assessed that there is a strong foundation for participation of women in the military, some of the most recent gains in terms of gender integration are fragile and could be weakened if the momentum is not maintained in terms of recruitment and retention rates. Dr. Davis was a presenter at the National Capital Region's International Women's Day Commemorative event this year.

RAdm Bennett outlined some of her goals as the DND/CAF Champion for Women.

"I want to be able to make a difference during my term. A universal goal that I share with the other Champions for the designated groups is to promote the vision of 'one Defence Team that values everyone.' In keeping with that goal, my focus will be on influencing positive change, and ensuring that women have a voice and are well-represented across the military and civilian communities."

RAdm Bennett joined the military in the mid-seventies and saw first-hand the challenges and barriers facing women in a culture dominated by men. Today, her extensive leadership experience and style, known as an officer who takes ownership and demonstrates personnel commitment, is a valued contribution to the Defence Team.

"I had the unique opportunity to be part of an evolution that has opened doors and opportunities for today's generation of service women. Opportunities for women in the CAF have changed dramatically over the past few decades and we also have evolved, not only in terms of the composition of our force, but the high calibre of our training and our outstanding performance on operations. CAF-serving women are examples to our allies of a successful full integration which has earned us a stellar reputation around the world," stated RAdm Bennett. ◆

One of the challenges facing the new Champion for Women in Defence will be the attraction and retention of women on both the military and civilian side.

PHOTO: Cpl Rick Ayer

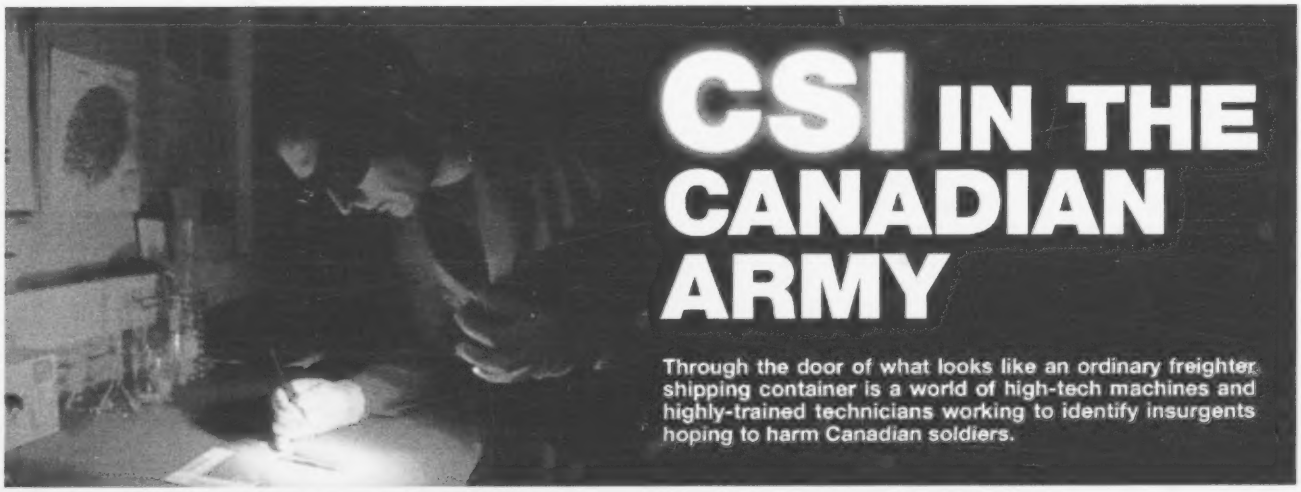


PHOTO: Cpl Philippe Archambault

CSI IN THE CANADIAN ARMY

Through the door of what looks like an ordinary freighter shipping container is a world of high-tech machines and highly-trained technicians working to identify insurgents hoping to harm Canadian soldiers.

Sgt Carl Labrecque conducts forensic procedures on a 12-guage shotgun shell.

A tour of the Deployed Technical Analysis Laboratory (DTAL) is like something out of a movie. But DTAL is very real.

The lab boasts some of the best equipment in the world. High-tech equipment is illuminated by fluorescent blue lights and pictures of fingerprints, facial shots and other identifying markers line the walls. This fully stocked, highly advanced lab is one of two laboratories that can be deployed anywhere around the world and be operational within 24 hours.

The technicians' work, says the lab's officer in charge, Lieutenant(N) Kevin McNamara, is the "application of scientific principles in a tactical environment."

The lab analyzes items ranging from cellphones, to narcotics, to improvised explosive devices. This analysis can reveal biometric information including facial, retinal, and fingerprint images, which the team can run against authorized databases and records.

"We have linked many materials and cases to insurgents," says Sergeant Carl Labrecque, a DTAL identification technician. "I remember one in particular where an individual, already in Afghan custody, was fingerprinted and connected to our database which linked him with unrelated insurgent activities. He went to trial, was convicted, and therefore was prevented from doing further harm."

Canada's two DTALs are considered by our NATO allies to be the gold standard in technical exploitation capability. The labs sit in 11 six-metre containers and can be shipped by road, rail, ship and aircraft. They can also change size depending on the mood. While the labs and teams are Army-sourced, they will eventually support the entire CAF and other Canadian and international agencies. ◆

EXERCISE LEADING EDGE 13

The Defence Team demonstrated Canada's continuing commitment to the Proliferation Security Initiative (PSI) — a global effort to stop the trafficking of weapons of mass destruction (WMD), their delivery systems, and related materials to and from areas of proliferation concern — by participating in Exercise Leading Edge 13, a multinational and interagency event designed to improve WMD interdiction capabilities.

"The exercise provided an excellent opportunity for discussions on weapons interdiction decision-making at the operational and strategic levels," said Major Gerry Hardy, the Canadian Armed Forces (CAF) representative from the Directorate of Chemical, Biological, Radiological and Nuclear Defence, who attended the table-top exercise portion of the event in Abu Dhabi, United Arab Emirates, from February 2 to 8.

The exercise, which included maritime, air and land interdiction scenarios, explored the practical application of the Initiative's Statement of Interdiction Principles, as well as the capability of participant nations to take interdiction and post-interdiction actions.

During the field training portion of the exercise, warships from the United States, Italy, and the United Arab Emirates demonstrated interdiction techniques, including inspection, seizure and disposal of suspect maritime cargo.

Hosted by the United Arab Emirates and the United States Central Command and attended by some 450 delegates from 29 nations, Ex Leading Edge 2013 was the third PSI exercise held in the United Arab Emirates. Previous exercises took place in October 2006 and January 2010. PSI exercises have also recently been held in Australia, Japan, South Korea, New Zealand, Singapore and the Mediterranean Sea. Multinational PSI exercises not only allow participating nations to test their interdiction capabilities, but also demonstrate to would-be proliferators the collective determination of participating nations to combat illicit trafficking in weapons of mass destruction and related materials.

The PSI was launched in 2003 in response to the growing challenge posed by the proliferation of weapons of mass destruction, which include chemical, biological, radiological and nuclear weapons. Today, the PSI includes 102 participating nations, which have endorsed the Initiative's Statement of Interdiction Principles. In doing so, states commit to undertake effective measures to interdict the transport of weapons of mass destruction and their delivery systems, to exchange information on suspected proliferation activities, and to strengthen relevant national counter-proliferation legal authorities.

Maj Gerry Hardy (centre), from the Canadian Forces Directorate of CBRN Defence, discusses interdiction operations during Ex Leading Edge, held February 2 to 8, in Abu Dhabi, United Arab Emirates.

Canada has been actively engaged in the PSI since 2003, and is a member of the Operational Experts Group (OEG), which acts as the Initiative's steering committee. Canada hosted OEG meetings in Ottawa in 2004 and in Montreal in 2006. The Department of Foreign Affairs and International Trade and National Defence work together seamlessly in managing Canada's participation in the PSI.

"In certain scenarios, the CAF could be called upon to play a role to bring their unique capabilities to bear in dealing with an interdiction task at hand", Maj Hardy noted. "Interdiction operations, however, generally engage a variety of national responsibilities, including border and transport security, law enforcement, legislation and regulations-making, intelligence collection, in addition to diplomacy and defence."

The next PSI event will be held in May, when Poland hosts the Initiative's high-level political meeting. This meeting, which is expected to gather representatives from all endorsing nations, will reaffirm the importance of the PSI in countering weapons proliferation and set the Initiative up for continued success into the future.

"Canada would benefit from increased participation from across government in future PSI exercises," Maj Hardy added. "Bringing a wide variety of knowledge and expertise to the table would contribute to strengthen Canada's commitment to the Initiative and enable more complete participation and interaction." ◆

Operation/L'opération
SCULPTURE

Op SCULPTURE is Canada's contribution to this British-led international military advisory and training initiative ended February 14 after 13 years. Members of the Canadian Armed Forces that deployed to Sierra Leone provided advice on training, logistics and administration, and deliver tactical training ranging from basic recruit courses to brigade-level exercises.

Republic of Sierra Leone Armed Forces (RSLAF):
Army, Navy (Maritime Wing), Air Wing

Armed Forces Personnel : **3,000**

Recruitment: 17 years, 6 months of age for voluntary military service (younger with parental consent); no conscription.

Armed forces personnel are active duty military personnel, including paramilitary forces if the training, organization, equipment, and control suggest they may be used to support or replace regular military forces.

1,228,660: The number of males aged 15-49 fit for military service. This is a more refined measure of potential military manpower availability which tries to correct for the health situation in the country and reduces the maximum potential number to a more realistic estimate of the actual number fit to serve.

CAF Stats

Number of Canadian Armed Forces personnel deployed to Sierra Leone: **226**

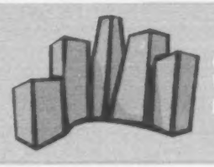
Number of CAF personnel who deployed on multiple Op SCULPTURE tours:
2 tours: 7 CAF members
3 tours: 2 CAF members

September 28, 2003: An overhead view of the International Military Advisory Training Team (IMATT) camp in Freetown, Sierra Leone Africa. IMATT is part of the UK Government's program of assistance to help the Government of Sierra Leone restore peace and stability after years of civil war.

Une vue aérienne du camp de l'Équipe militaire internationale consultative en matière d'instruction (IMATT) le 28 septembre 2003, à Freetown, en Sierra Leone, en Afrique. L'IMATT a participé au programme du gouvernement du Royaume-Uni visant à aider le gouvernement de la Sierra Leone à rétablir la paix et la stabilité dans le pays après des années de guerre civile.

Photo: MCpl/Cpl Paul MacGregor

Area/Superficie
Total/Totale = 71,740/71 740 km²
Water/Eau (%) = 1.1/1,1



Capital and largest city/
La capitale et la plus grande ville
Freetown

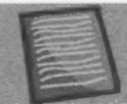
Population/Population (2012)
= 6,000,000/6 000 000 habitants
Density/Densité = 77/km²

Ethnic groups (2008)/Groupes ethniques (en 2008)

35% Temne/Temnés
31% Mende/Mendés
8% Limba/Limbas
5% Kono/Konos
2% Krio (Creole)/Krios (Créoles)
2% Mandingo/Mandingos
2% Loko/Lokos
15% others/autres

Official languages/Langue officielle
English/Anglais

Vernacular languages/Langues vernaculaires
Temne/Temné, Mende/Mendés, Krio



Legislature/Pouvoir législatif
Parliament/Parlement

Independence/Indépendance
From the United Kingdom April 27, 1961/Du Royaume-Uni le 27 avril 1961
Republic declared April 19, 1971/Déclarée république le 19 avril 1971

L'opération SCULPTURE est la participation du Canada à l'Équipe militaire internationale consultative en matière d'instruction (IMATT), dirigée par la Grande-Bretagne. L'IMATT a été dissoute le 14 février, après 13 ans d'existence. Les militaires canadiens déployés en Sierra Leone ont donné des conseils sur l'instruction, sur la logistique et sur l'administration, en plus d'offrir de l'instruction tactique, qu'il s'agisse de cours de formation de base des recrues ou d'exercices au niveau de la brigade.

Les FAC en Sierra Leone

Nombre de soldats canadiens déployés en Sierra Leone : **226**

Nombre de soldats canadiens ayant effectué plusieurs périodes de service pendant l'op SCULPTURE :
Deux périodes de service : sept militaires
Trois périodes de service : deux militaires

Les Forces armées de la République de Sierra Leone
(armée de terre, forces maritimes et aériennes) :

Nombre de militaires : **3 000**

Le recrutement se fait **à l'âge de 17 ans et 6 mois** pour le service militaire (consentement parental pour les plus jeunes). Il n'y a aucun service obligatoire.

Les militaires sierra-léonais sont des soldats en service actif et peuvent faire partie de forces paramilitaires si l'instruction, l'organisation, l'équipement et le contrôle laissent supposer que celles-ci pourraient appuyer ou remplacer les forces armées régulières.

Les hommes âgés de 15 à 49 ans aptes au service militaire sont au nombre de 1 228 660. Ce chiffre est une mesure plus précise de la disponibilité des effectifs militaires potentiels qui tient compte de la crise de la santé au pays et réduit le nombre potentiel maximal à une estimation plus fiable du nombre réel d'hommes aptes au service.

Sierra Leone soldiers line up on HMCS Fort Erie Quarter Deck preparing to leave harbour.

Des soldats de la Sierra Leone se trouvent sur le pont de quart du NCSM Fort Erie, qui se prépare à quitter le port.